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Fifty-fourth session
Agenda item 9 (c)

FURTHER PROMOTION AND ENCOURAGEMENT OF HUMAN RIGHTS AND FUNDAMENTAL FREEDOMS, INCLUDING THE QUESTION OF THE PROGRAMME AND METHODS OF WORK OF THE COMMISSION

COORDINATING ROLE OF THE OFFICE OF THE HIGH COMMISSIONER FOR HUMAN RIGHTS WITHIN THE UNITED NATIONS BODIES AND MACHINERY DEALING WITH THE PROMOTION AND PROTECTION OF HUMAN RIGHTS

Strengthening of the Office of the High Commissioner for Human Rights

Report of the High Commissioner

Introduction

1. The Commission on Human Rights, by its resolution 1997/76 of 18 April 1997, requested the High Commissioner for Human Rights, inter alia, to make available on an annual basis a report on the staff of the Office of the High Commissioner reflecting grade, nationality and gender, including with regard to non-regular staff.

2. It is recalled that the official report on the composition of the Secretariat is submitted annually by the Secretary-General to the General Assembly in accordance with a number of Assembly resolutions, the most recent of which are resolutions 45/239 A of 21 December 1990, 47/226 of 30 April 1993, 49/222 of 23 December 1994 and 51/226 of 25 April 1997. The latest report is contained in document A/52/580.

3. The purpose of the report of the Secretary-General is to facilitate an assessment of the distribution of the staff of the Secretariat by nationality, sex, grade and type of appointment in the light of the principles contained in the Charter of the United Nations and the guidelines set forth by the General Assembly.

4. It is also recalled that the composition of the staff of the Secretariat is assessed at the global Secretariat level and not at the departmental level. The present report of the High Commissioner, therefore, is submitted pursuant to the request of the Commission on Human Rights, for information purposes only.

5. This report consists of the following two tables by nationality, grade and gender, as of 1 February 1998:

(a) Table 1 shows the number of OHCHR staff members subject to geographical distribution;

(b) Table 2 shows the number of OHCHR staff members falling under the following categories: (i) temporary staff in the Professional and above categories holding appointments of less than one year (not subject to geographical distribution); (ii) staff employed as technical cooperation personnel; and (iii) staff specifically appointed for mission service.

6. Reflected in this report are the results, as of the date of implementation of the new structure of the Office of the High Commissioner (1 February 1998), of the general placement and promotion exercise carried out in connection with the internal reorganization of the Office. A number of posts, including that of Director, New York Office (D-2) and two branch chief positions (D-1), were being filled at the time of preparation of this report. In making recommendations for staffing these positions, due regard is being paid by the High Commissioner to the importance of appointing staff on as wide a geographical basis as possible.

Definitions

Staff subject to geographical distribution

7. A particular group of staff of the United Nations Secretariat is covered by a system of desirable range used as a guideline for estimating the comparative representation of the nationals of each Member State. This system has been established by the General Assembly (for the United Nations Secretariat as a whole) on the basis of three factors: membership, contribution and population. The staff concerned are referred to as "staff subject to geographical distribution". The special characteristic of this group of staff is that they are directly appointed by the Secretary-General for at least one year to posts in the Professional category and above and that their appointment is not limited to service with a particular mission, office, fund or programme.

Staff members excluded from the system of desirable range

8. There are a number of staff excluded from the system of desirable range. The largest group is composed of staff who do not serve in the United Nations Secretariat but in the secretariats of subsidiary organs that enjoy special status granted by the General Assembly concerning the appointment of their staff. Within the United Nations Secretariat, the largest groups excluded, besides peacekeeping staff, are staff in posts with special language requirements, staff in the Field Service and the categories of locally recruited staff related to the General Service categories. Other groups consist of staff specifically appointed for mission service, staff appointed for service limited to a number of United Nations programmes (United Nations Environment Programme; United Nations Centre for Human Settlements; United Nations International Drug Control Programme; staff appointed to posts financed on an inter-agency basis or posts financed from the peacekeeping support account; technical cooperation personnel; and National Officers serving at United Nations information centres.

9. Also excluded from the system of desirable range are staff with appointments for less than one year; staff on special leave without pay; staff on secondment to other agencies; and staff members who are permanent residents in the country of their duty station.

Principles governing the recruitment and employment of staff

10. The principles governing the recruitment and employment of staff are derived from Article 101, paragraph 3, of the Charter, which states:

> "The paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence and integrity. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible".

Table 1

OHCHR STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY NATIONALITY AND LEVEL, SHOWING NUMBER OF FEMALE STAFF
(as at 1 February 1998)

Coutry of Nationality	Total staff		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1	
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Algeria	2	0									1				1					
Australia	1	1														1				
Austria	1	0									1									
Brazil	1	1														1				
Cambodia	1	1														1				
Cameroon	1	0											1							
Canada	1	0													1					
China	1	1																1		
Côte d'Ivoire	2	0													2					
Egypt	1	0									1									
Equatorial Guinea	1	0													1					
El Salvador	1	0															1			
Finland	1	1														1				
France	4	0											1		3					
Germany	3	1													1	1	1			
Ghana	1	0							1											
Iran (Islamic Republic of)	1	1										1								
Ireland	2	2		1								1								
Israel	1	0											1							
Italy	6	2									2	1	1			1	1			
Japan	2	0									1				1					
Malta	1	0							1											
Mexico	1	1										1								
Mongolia	1	0															1			
Netherlands	2	1											1					1		
Peru	1	0													1					
Philippines	1	0													1					
Poland	1	0									1									
Republic of Korea	1	1														1				
Russian Federation	1	0											1							
Saudi Arabia	2	1														1	1			
Senegal	2	1											1	1						
Spain	5	4											1			1		3		
Sri Lanka	1	1														1				
Sudan	1	0													1					
Switzerland	1	1														1				
Ukraine	2	0											1		1					
United Kingdom of Great Britain and Northern Ireland	2	1													1	1				
United States of America	12	3									1	1	4	2	4					
Venezuela	1	0			1															
Viet Nam	1	1														1				
Yugoslavia	1	1														1				
TOTAL	76	28	0	1	1	0	0	0	2	0	8	5	13	3	19	14	5	5	0	0

Table 2

NON-REGULAR OHCHR STAFF BY NATIONALITY AND LEVEL, SHOWING NUMBER OF FEMALE STAFF
(as at 1 February 1998)

Country of Nationality	Total staff		USG		ASG		D-2/L-7		D-1/L-6		P-5/L-5		P-4/L-4		P-3/L-3		P-2/L-2		P-1/L-1	
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Andorra	1	1																1		
Australia	2	0					1				1									
Austria	2	0											1				1			
Belgium	1	0													1					
Benin	3	1													1			1	1	
Cameroon	2	0											1				1			
Canada	7	3											2		1	3			1	
Central African Republic	1	0															1			
Colombia	1	1												1						
Côte d'Ivoire	3	1											1		1			1		
Democratic Republic of Congo	1	0													1					
Dominican Republic	1	0															1			
Ecuador	1	0													1					
Egypt	1	0													1					
Equitorial Guinea	1	0											1							
Eritrea	1	0													1					
Finland	2	1															1	1		
France	6	4													1	1	1	3		
Germany	1	0													1					
Greece	1	1																1		
Guatemala	1	1																1		
Iran (Islamic Republic of)	2	1													1	1				
Ireland	1	1								1										
Italy	4	2											1				1	2		
Liberia	1	0													1					
Madagascar	1	0															1			
Mali	2	1													1			1		
Mauritania	1	0									1									
Mauritius	1	1																		1
Morocco	1	0															1			
Nepal	1	0															1			
Netherlands	3	1													1	1	1			
New Zealand	1	1																1		
Norway	1	1														1				
Pakistan	1	0															1			
Peru	2	2														1		1		
Poland	1	0											1							
Saint Lucia	1	1														1				
Senegal	5	1															4	1		
Spain	5	2								1			1		1		1	1		
Sri Lanka	1	0															1			
Sudan	2	0									1				1					
Switzerland	4	3											1					2		1

Country of Nationality	Total staff		USG		ASG		D-2/L-7		D-1/L-6		P-5/L-5		P-4/L-4		P-3/L-3		P-2/L-2		P-1/L-1	
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Togo	2	0			1												1			
Tunisia	2	1									1							1		
Turkey	1	1														1				
United Kingdom of Great Britain and Northern Ireland	1	1																1		
United States of America	14	7											1		3	3	3	4		
Zimbabwe	1	0					1													
TOTAL	103	42	0	0	1	0	2	0	0	2	4	0	11	1	19	13	22	24	2	2

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FURTHER PROMOTION AND ENCOURAGEMENT OF HUMAN RIGHTS AND FUNDAMENTAL FREEDOMS, INCLUDING THE QUESTION OF THE PROGRAMME AND METHODS OF WORK OF THE COMMISSION

COORDINATING ROLE OF THE CENTRE FOR HUMAN RIGHTS WITHIN THE UNITED NATIONS BODIES AND MACHINERY DEALING WITH THE PROMOTION AND PROTECTION OF HUMAN RIGHTS

Report of the United Nations High Commissioner for Human Rights pursuant to paragraph 5 (f) of Commission on Human Rights resolution 1997/76

Introduction

1. The Commission on Human Rights at its fifty-third session adopted on 16 April 1997 resolution 1997/76 in which the Commission decided to encourage the High Commissioner, within the mandate as set out in General Assembly resolution 48/141 of 20 December 1993, to continue to play an active role in promoting and protecting all human rights, including in the prevention of human rights violations throughout the world, and reiterated the need to provide all necessary financial, material and personnel resources to the Office of the High Commissioner to enable it to carry out all mandates efficiently, effectively and expeditiously in line with the human rights programme as adopted by the General Assembly; reiterated its request to the Secretary-General to provide the human rights programme with all the necessary human, financial and material resources from future regular budgets of the United Nations, and in particular to take this into account in the budget for the 1998-1999 biennium; requested the Secretary-General to continue to do his utmost to increase cooperation and coordination on human rights issues among the various other departments, offices and agencies of the United Nations as well as to ensure the participation of the Office of the High Commissioner in all mechanisms related to the follow-up to major United Nations conferences; invited the High Commissioner to make available to all States, on a regular

basis, information on voluntary contributions and their allocation, and to invite all States to all briefing meetings and appeals, including those with States contributing extrabudgetary funds; requested the High Commissioner to make available on an annual basis a report on the staff of the Office of the High Commissioner reflecting, inter alia, grade, nationality and gender, including with regard to non-regular staff.

2. Finally, in the same resolution, the Commission requested the High Commissioner to submit to it at its fifty-fourth session a report on the implementation of that resolution and to include in that report, inter alia, information on:

(a) Voluntary contributions, including their share in the overall budget of the human rights programme and their allocation;

(b) An assessment of the effectiveness of ongoing field operations.

The present report is submitted pursuant to that request.

Activities of the High Commissioner in promoting and protecting all human rights

3. In accordance with paragraph 5 of General Assembly resolution 48/141 the High Commissioner submits on a regular basis reports to the Commission on Human Rights, the Economic and Social Council and the General Assembly on the activities carried out within the mandate of the High Commissioner. These reports include the activities relating to the prevention of human rights violations throughout the world. The most recent report to the Commission on Human Rights is contained in document E/CN.4/1998/122.

Financial, material and personnel resources

4. The General Assembly at its fifty-second session adopted the regular budget of the United Nations for the biennium 1998-1999 by its resolution 52/220 of 22 December 1997. The financial, material and personnel resources available to the human rights programme from the regular budget are described in that resolution and the documents referred to therein.

Increased coordination between agencies, departments and programmes

5. The Secretary-General in his reform proposals presented in July 1997 stressed the importance of human rights as an integral part of the promotion of peace and security, economic prosperity and social equity. The Secretary-General set as a major task for the United Nations the enhancement of its human rights programme and its full integration into the broad range of the Organization's activities. Thus, the High Commissioner for Human Rights is a member of the four relevant Executive Committees - on Peace and Security, Economic and Social Affairs, Development Cooperation and Humanitarian Affairs - and of the Senior Management Group which meets weekly to advise the Secretary-General on important management and policy issues. The High Commissioner also takes part in relevant meetings of the Administrative Committee on Coordination.

6. In the framework of the reform programme, the Secretary-General asked the High Commissioner to participate in every stage of the Organization's activities in relation to actual or potential conflicts or post-conflict situations that had a human rights dimension. The High Commissioner was also asked to undertake an analysis of the technical assistance provided by United Nations entities in areas relating to human rights and to formulate proposals for improving complementarity of action. One of the objectives of the reform is to enable the Office of the High Commissioner to provide advice for the design of technical assistance projects and to participate in needs assessment missions. More information on this matter is contained in the report of the High Commissioner to the Commission.

Voluntary contributions and their allocation

7. Information on voluntary contributions and their allocation are to be found annexed to this report. The High Commissioner has given importance to involving all States in appeals for voluntary contributions in order to enlarge the donor base as much as possible and provides information to all States on these matters including inviting all States to meetings regarding appeals for voluntary funds.

Information on the staff of the Office of the High Commissioner for Human Rights

8. The most recent information on the staff of the Office of the High Commissioner for Human Rights, including grade, nationality and gender and relating to regular and non-regular staff, is contained in the report of the High Commissioner on that subject (E/CN.4/1998/52).

Assessment of the effectiveness of ongoing field operations

9. The effectiveness of field operations conducted by the Office of the High Commissioner for Human Rights is currently the subject of a review and evaluation process. The results will be considered carefully by the High Commissioner and the conclusions made available in an appropriate manner.

Annex

OFFICE OF THE UNITED NATIONS HIGH COMMISSIONER FOR HUMAN RIGHTS

VOLUNTARY CONTRIBUTIONS

Report period: 1 January 1996 to 31 December 1997

Trust Fund description	Contribution Amount (US$)
Voluntary fund for technical cooperation for human rights national institutions Donors: Australia, Latvia, New Zealand	128 650
Legal Assistance Programme in Burundi Donors: Belgium, Sweden	157 287
Voluntary Fund for Technical Cooperation in the Field of Human Rights Donors: Australia, Austria, Belgium, Colombia, Cyprus, Denmark, Finland, France, Germany, Greece, India, Ireland, Japan, Lebanon, Luxembourg, Mauritius, Mexico, New Zealand, Norway, Panama, Philippines, Republic of Korea, South Africa, Sweden, Switzerland, United Kingdom of Great Britain and Northern Ireland, United States of America	7 491 074
Trust Fund for the Human Rights Field Operation in Burundi Donors: Australia, Austria, Belgium, Colombia, Cyprus, Denmark, European Commission, Germany, Ireland, Namibia, Netherlands, New Zealand, Norway, South Africa, Spain, Sweden, Switzerland, United Kingdom of Great Britain and Northern Ireland, United States of America	4 153 884
Voluntary Fund for Victims of Torture Donors: Algeria, Andorra, Argentina, Australia, Austria, Belgium, Brazil, Canada, Chile, Cyprus, Denmark, Finland, France, Germany, Greece, Holy See, Iceland, Ireland, Israel, Japan, Kenya, Lebanon, Liechtenstein, Luxembourg, Malta, Monaco, Nepal, Netherlands, New Zealand, Norway, Philippines, Portugal, Republic of Korea, Saudi Arabia, South Africa, Spain, Sri Lanka, Sweden, Switzerland, Tunisia, United Kingdom of Great Britain and Northern Ireland, United States of America	6 869 874
Trust Fund for Human Rights Education Programme in Cambodia Donors: Denmark, Netherlands, Norway, Sweden, United Kingdom of Great Britain and Northern Ireland	1 056 147
Support to the Special Rapporteur on violence against women Donor: Netherlands	226 732

Trust Fund description	Contribution Amount (US$)
External consultancy for information management Donor: Japan	100 000
External consultancy study contribution Donors: Canada, Denmark, Finland, Germany, Netherlands, Norway, Sweden, United Kingdom of Great Britain and Northern Ireland	799 364
Establishment of database on the Convention on the Rights of the Child Donor: Indonesia	15 000
Trust Fund for the field operation in the Democratic Republic of the Congo Donors: Belgium, Cyprus, Germany, Netherlands, Norway, Sweden	800 560
Human rights office in Colombia Donors: Colombia, Cyprus, Germany, Italy, Netherlands, Spain, Sweden, United Kingdom of Great Britain and Northern Ireland	1 256 397
Convention on the Rights of the Child Donors: Australia, Cyprus, Denmark, Finland, Ghana, Iceland, Israel, Luxembourg, Mauritius, Norway, Portugal, Republic of Korea, South Africa, Sweden	1 221 698
Trust Fund for the human rights field operation in the former Yugoslavia Donors: Australia, Belgium, Canada, Cyprus, Denmark, Finland, Germany, Greece, Iceland, Ireland, Italy, Japan, Malaysia, Namibia, Netherlands, Sweden	3 785 859
Support to the activities of OHCHR (unearmarked contributions) Donors: Denmark, Hungary, Republic of Korea	592 710
Secretary-General's investigative mission to the Democratic Republic of the Congo Donors: Denmark, Finland, France, Germany, Ireland, Norway	253 433
Support to the activities of OHCHR (unearmarked contributions - field operations) Donors: Holy See, Israel, Malta, Netherlands, Spain, Tunisia, United Kingdom of Great Britain and Northern Ireland, United States of America	790 193
Voluntary Fund for Indigenous Populations Donors: Canada, Cyprus, Estonia, Finland, Greece, Japan, Netherlands, New Zealand, Norway, Switzerland, Tunisia	298 990

Trust Fund description	Contribution Amount (US$)
Voluntary Fund for the International Decade of the World's Indigenous People Donors: Australia, Canada, Cyprus, Denmark, Greece, Japan, New Zealand, Norway, Sweden	623 762
Trust Fund for the Human Rights Field Operation in Rwanda Donors: Australia, Austria, Belgium, Canada, Cyprus, Denmark, Finland, Germany, Ireland, Italy, Japan, Liechtenstein, Netherlands, Norway, South Africa, Sweden, Switzerland, Thailand, United Kingdom of Great Britain and Northern Ireland, United States of America	18 202 232
Suspense Account Donors: Cyprus, France, Portugal	102 443
Trust Fund for the Programme for the Decade to Combat Racism and Racial Discrimination Donor: Japan	20 000
TOTAL VOLUNTARY CONTRIBUTIONS	48 946 286

REGULAR BUDGET FOR THE BIENNIUM 1996-1997 (Section 21 "Human rights") 1/	45 254 200

1/ Final appropriations.